

From: Stokesberry, Camy (OMWBE)
Sent: Wednesday, April 09, 2008 3:28 PM
To: Wheat, Jean (OMWBE)
Subject: Objections

Jean,

I feel it necessary to outline my objections to your and Juan's recent request of me to sign Ira's letters. I would like for the following to be noted:

1. I do not feel comfortable, nor do I think it is appropriate, to sign letters resulting from a file review that I did not perform.
2. I do not feel comfortable, nor do I think it is appropriate, to sign letters that I did not write.
3. I feel that someone in the certification division should sign certification letters. The Certification Manager is responsible for all Certification work products and it is his option to delegate those responsibilities WITHIN HIS OWN UNIT.
4. In lieu of the Certification Manager accepting responsibility for this "project", and per our discussion regarding the request for assistance from the IT/Clerical Units, I feel the next logical choice for signing letters would be you.
5. I am still unclear as to why the person signing the letters has to be an MA4. Letters that are done outside of normal processing, especially those processed in bulk, are often signed by the responsible manager. There is even a stamp for this.
6. The Bargaining Unit should have been offered the opportunity to work backlog files for over/comp time before the agency outsourced the work, per the Bargaining Unit Contract.
7. You said this morning that the MA4's in the Certification Unit were not considered due to "training issues" and Cynthia's stance that she will not pay the Certification Unit overtime to "do their job". I am unclear as to why the training issues themselves are not addressed, rather than outsourcing the work. Also, since I am not part of the Certification Unit and I am now being deemed more trustworthy than the Certification staff, I don't understand why I was not offered over/comp time prior to outsourcing the work.
8. I am once again being asked to do more than my share because I am a good worker. Management has a history of relying heavily on the self-motivated and capable employees, rather than addressing performance or training issues of the less motivated and capable employees. This sets up an environment where less is expected or required of the poor performers, despite equity in pay.
9. I will not refuse to sign the letters because you, as my manager, is requiring it of me. I have expressed my concerns.

Please make a note of my objections. I will follow-up this email with one containing questions regarding the process for this "project".

Thank you,

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